



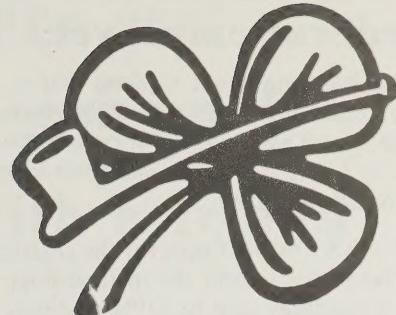
Alaska PEOPLE

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Leave: Supervisors #1 headache

If you bring a bunch of supervisors together and ask their biggest single headache concerning personnel management, initially there might be some disagreement. But it usually doesn't take long before the group unanimously agrees that their biggest headache deals with time, attendance and leave. This is unfortunate, as the rules pertaining to the subject are not mysterious and leave little to interpretation.

The duty day for most employees is 7:30 am to 4:15 pm. Infrequent tardiness of short duration can be excused or supervisors can require that the employee make up the time or charge it to the appropriate leave code. Employees are normally allowed two 15 minute breaks a day, one in the morning and one in the afternoon. Some supervisors structure these breaks in a firmer manner than others, which is a matter of supervisory discretion. The only rule is that breaks cannot be taken in conjunction with the beginning or ending of a work day or with the lunch hour. Where employees go and what they do is their own business but they shouldn't be allowed to abuse the 15 minute limit.

Employees have the right to the annual leave they accrue. Supervisors must not only let them take it, but assure that they do take it to prevent the employee from losing accumulated annual leave. While the employee has the right to the leave, the supervisor has the right to determine when the leave will be taken. Normally, supervisors will have the flexibility to allow employees to use leave when they desire. However, when there is a conflict, the needs of the job come first.

Blood donation day scheduled March 17

While you're planning your St. Patrick's Day celebration, make plans to donate some blood to the Anchorage Blood Bank.

The Public Health Unit, in conjunction with the Anchorage Blood Bank, is sponsoring a "Blood Donation Day" on March 17. Anyone in good health between the ages of 17 and 66 can donate blood. Prospective donors under 19 are considered minors and must have written consent and proof of age.

The procedure takes about 45 minutes. If you donate blood, the BLM Blood Bank Club is credited. Members and their families will be provided blood without a replacement charge if administered in Anchorage although a fee may be charged by the physician or hospital.

A few rules do apply. They are: you must feel good the day of the donation; you must weigh at least 110 pounds; never during pregnancy or until six weeks after the baby is born; persons with a history of heart trouble, jaundice (except infant jaundice), hepatitis or cancer (except minor skin lesions) can't be accepted; persons on most blood pressure medication may donate if blood pressure is controlled within reasonable limits, you must wait six months after major surgery and 72 hours after tooth extraction; persons who have had malaria are now acceptable as donors if three years have passed without recurrence; prospective donors who believe they're anemic should come to the drawing station for a free blood test.

BLMers may be permitted an excused absence to donate blood. In addition to the 45-minutes for the actual donation, you are allowed a four hour recovery period. Your supervisor must approve the absence and can refuse it if the workload won't permit. **Check with your supervisor first.** You will receive a slip indicating that you have donated blood. It's a good idea to return it to your supervisor to certify that you did donate.

Appointments are necessary so if you wish to donate blood, call the Health Unit at 271-5178 to make an appointment or to ask questions.

Sick leave can be granted for any one of three reasons. They are: incapacitation for duty; to undergo medical, dental or optical examination or treatment; or, to attend a family member who requires care when afflicted with a contagious disease.

However, to be allowed sick leave for the third reason, the contagious disease must be a "disease which is ruled subject to quarantine, requires isolation of the patient or requires restriction of movement by the patient for a specific period as prescribed by the health authority

having jurisdiction." (FPM Supplement 990-2, Chap. 630, Sub. Chap. 5-2) A parent cannot be granted sick leave to stay home a care for a child with a normal childhood illness. They could, however, be granted annual leave.

There are very few circumstances where employees have the right to leave without pay. It is a matter of management discretion. With the importance and priority of the Bureau's mission in Alaska, LWOP is presently being granted even

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OPM upheld in Hawaiian COLA suit

Federal employees lose legal battle

The following article explains why a suit, similar to the one brought by Anchorage federal employees over cuts in the Cost of Living Allowance was rejected by a U.S. District Court.

The U.S. District Court for the District of Hawaii has upheld the methodology and procedures used by OPM to determine the differences in living costs between Washington D.C. and those "non-foreign" areas under the COLA Program. The statute provides that funds available "for pay of employees stationed outside the continental U.S. or in Alaska whose rates of basic pay are fixed by statute" are available for an allowance "based on living costs substantially higher than in Washington D.C." It was the manner in which OPM determines how much higher

living costs are in Hawaii than in Washington D.C. which plaintiffs challenged in the class action suit.

The court rejected plaintiffs contentions that: OPM used faulty methodology in collecting and measuring the differences in consumer prices, especially in housing costs; OPM should use a "total budget" rather than the "consumptive budget" approach; the use of living costs data gathered within the Metropolitan Washington D.C. area but from outside the District of Columbia is unlawful; the weight OPM has used in the calculation of COLA indexes are improper and out of date; and OPM's procedure for determining COLA indexes for employees who rent living quarters from the government is improper.

The court did find that OPM violated the Freedom of Information Act in refusing, prior to the institution of this court action, to produce raw COLA survey data which would reveal volume of sales information obtained from participating merchants under a pledge of confidentiality. However, the court suggested the claim may be moot because the plaintiffs obtained the requested information through the discovery process.

In deciding in OPM's favor the court noted its limited review authority and found that OPM has acted within its authority and in good faith. Accordingly, the court concluded that, because Congress has given only the broadest outlines as to how the COLA program should be admin-

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Get-iners 10, Get-outers 2

Courtesy loses

The elevator glides to a stop. I press against the wall and wonder, "Will I be able to get out or will I be trampled by a thundering herd of people wanting to get in?" The door slides open. It looks clear. I ease toward the door. Then, a shadow appears...

Sounds like the opening to a horror movie doesn't it. Well, it's not. It is a scene that occurs every day in elevators everywhere. The "Get-iners" stomping the "Get-outers."

I guess that you could call this a plea for my feet. I'm tired of having sore toes because of some rude person who can't wait two seconds for me to get out of the elevator. I'm tired of elbowing my way out of the elevator through a wall of people elbowing their way in. I'm tired of having, "Excuse me," yelled at me by blurry ghostly figures. And most of all, I'm tired of having my lunch smashed into my clothes and hot coffee spilled all over my hand by some clod in moon boots and a down parka.

Maybe I'm crazy but I don't think it is too much to ask for people to show a little common courtesy in and around the elevator. Just as certain rules of etiquette guide our lives, there are some rules which apply to elevators. These

range from not smoking to allowing people to get off before you get on. It's a simple thing. It doesn't take much time, but it's something most people don't do.

The next time you get into an eleva-

tor, think of those of us who might want to get off. Stand back and let us off. It's easy. All you have to do is try. Then, maybe someday, I will be able to get off the elevator with my lunch and my toes intact.



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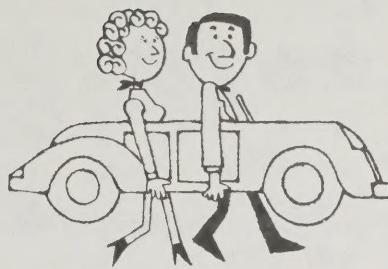
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Save gas,
car pool
with a friend

Fairbanks District history, as best I can remember

By Carl Jeglum

Prior to 1900, there were a number of land offices established under the old General Land Office. These included land offices in Fairbanks, Juneau, Nome, Anchorage and other places in Alaska.

In 1934, the Taylor Grazing Act established the Taylor Grazing Service in the lower 48 states. In 1939, the Alaska Fire Control Service was established bringing organized fire suppression to Alaska. In 1946, the Taylor Grazing Service merged with the Federal Land Office to form the Bureau of Land Management. Also included in the merger was the Alaska Fire Control Service. BLM had officially come to Alaska.

BLM-Alaska at that time consisted of functional groups--fire control, forestry and the aforementioned land office. By 1957, the Forestry and Range Office was located on the fourth floor of the Federal Building on the west side of Cushman between Second and Third Avenues. This building recently was transferred to the Cook Inlet Native Association. The Land Office was located on Second Avenue with the newly established Lands and Minerals Group on the second floor. This building has since been used as restaurants, bars and pool halls.

About this time, one person was placed in charge of all of the functional activities in Fairbanks. The position was called Operations Supervisor and Dick Quintus, former district forester over forestry and fire took the job. Prior to this, each group reported to their function head in Anchorage or Juneau in the old Area Four Office.

From the early 1950's, Fire Control was located at 3 1/2 mile Airport Road and

operated aircraft from Fairbanks International Airport. In the early 1970's, when heavy aircraft operations were extremely busy at International Airport due to the North Slope development and pipeline construction, and because of the concern about retardent on the runway and the damage it might do, we moved our heavy aircraft operation to Fort Wainwright. Smokejumper Operations soon followed. Finally, Fire Management, as it came to be called, moved the rest of their operation to Wainwright in about 1975. Thus, when we moved into our new building in June of 1978, it was the first time in the history of BLM-Alaska that all of the Fairbanks District offices were in the same location.

About 1960, a cadastral survey group was brought to Fairbanks. They operated until 1968 when their leader, Don Harding, was transferred to the new Redwood National Forest in northern California.

About 1961, the title Operation Supervisor was changed to District Manager. Ross Youngblood took over management of the Fairbanks District. Following him were District Managers Robert Krumm, Dick LeDosquet and Carl Johnson.

In 1966, the Area Manager concept was instituted which did away with the functional groups of Forestry and Range and Lands and Minerals. Area managers were assigned to specific geographic areas. The first three area managers were Carl Johnson, Fred Payton and myself. The Division of Resources Management also was set up at this time. Since then, the organization has remained basically the same although new jobs, roles and concerns have caused the formation of new groups like Planning.

In 1973 or 1974, the Fairbanks District moved into the Burgess Building at 1028 Aurora Drive and remained there until 1978 when the Fairbanks District Office building was opened on Fort Wainwright.



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more judiciously than it has been in the past.

If employees do not follow the proper method of requesting leave, any subsequent absence can be charged to absence without leave. Being carried in an AWOL status is not disciplinary, but it is a ser-

ious matter and can result in a disciplinary action up to and including removal.

More detailed guidance on time, attendance and leave can be found in Federal Personnel Manual 630, BLM Manual 1400-630 and Alaska Information Memorandum AK 81-50. Additional assistance and information is available from the Personnel Office.

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"Other duties" net ADO State commendation

Most employees scoff at the section of the PIPR entitled "other duties as assigned." But last summer, ADO firefighters performing "other duties" helped net the Anchorage District Office a certificate of commendation from the State of Alaska. The certificate was presented by Senator Mike Colletta for the cleanup of the Boy Scouts/Swampy Lakes area on Kodiak.

During a slack fire period in August 1981, BLM sent a crew of firefighters to help the U.S. Coast Guard evict 40 squatters and clean up the area. The crew spent a week climbing in and out of bunkers retrieving trash left by the squatters. Subsequent visits were made to assure that the squatters hadn't returned and woodcutting hadn't occurred. Under an agreement with the Coast Guard, BLM will continue to monitor land and resource use until the area is conveyed to the Leisnoi Corporation. Currently, the area is open to the public for recreational use although woodcutting is prohibited.

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istered, OPM has acted properly. This is true, even though the court believed that there may be "better ways than those used by OPM to make the required determinations in calculating COLA." The court also directed that if the plaintiff believe that there is any basis for a request for costs and attorneys' fees regarding their Freedom of Information Act request, they should "promptly" file a motion requesting this relief.

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